

Step one: Identify hazards

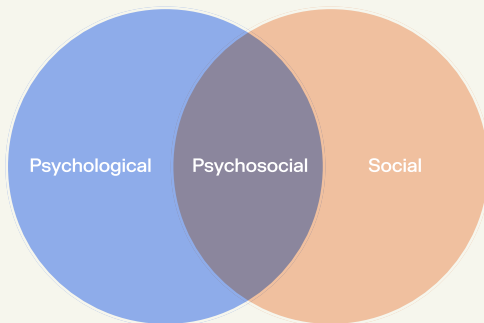
# Psychosocial definition cheatsheet



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## Psychosocial

Refers to the interconnection of psychological and social aspects. In the workplace context, psychosocial factors include elements of the way work is designed and managed, how people interact and the work environment. They can be positive and protective of wellbeing (e.g. strong support) or negative and potentially harmful to physical and mental wellbeing.



## Psychological safety

The sense that we can share our feelings, beliefs, and experiences openly at work without fear of retribution, loss of status, or punishment. This is a leadership construct and operates as a group level phenomenon.

## Psychosocial health and safety

A compliance framework for promoting mental health and preventing psychological harm at work. This forms part of Work Health and Safety.

## Psychosocial hazards

A psychosocial hazard is anything that could cause psychological harm (e.g. harm someone's mental health).

Common psychosocial hazards at work include the following. Click each for the full definition from Safe Work Australia.

- [job demands](#)
- [low job control](#)
- [poor support](#)
- [lack of role clarity](#)
- [poor organisational change management](#)
- [inadequate reward and recognition](#)
- [poor organisational justice](#)
- [traumatic events or material](#)
- [remote or isolated work](#)
- [poor physical environment](#)
- [violence and aggression](#)
- [bullying](#)
- [harassment, including sexual and gender-based harassment, and](#)
- [conflict or poor workplace relationships and interactions.](#)

These are the potential events that psychosocial risk management seeks to identify and introduce controls to prevent and mitigate the impact.

## Psychosocial risk

Relates to the likelihood and consequence of harm if the exposure to hazard(s) are not managed. Unmanaged psychosocial risks have the potential to lead to a number of negative individual and organisational outcomes.

“Under the model WHS laws, a person conducting a business or undertaking (PCBU) must manage the risk of psychosocial hazards in the workplace.”

– Safework Australia

## PCBU

Person conducting a business or undertaking.

## Risk

Risk is the effect of uncertainty on objectives. Risk is the possibility of an event or activity preventing an organisation from achieving its outcomes or objectives.

## Enterprise Risk Management

Risk management is the activities and actions taken to ensure that an organisation:

- Is conscious of the risks it faces
- makes coordinated and informed decisions in managing those risks, and
- identifies potential opportunities.

## Risk appetite

Risk appetite is the amount of risk a business is willing to accept or retain in order to achieve its objectives. Often the company's board or directors set the risk appetite.

## Risk tolerance

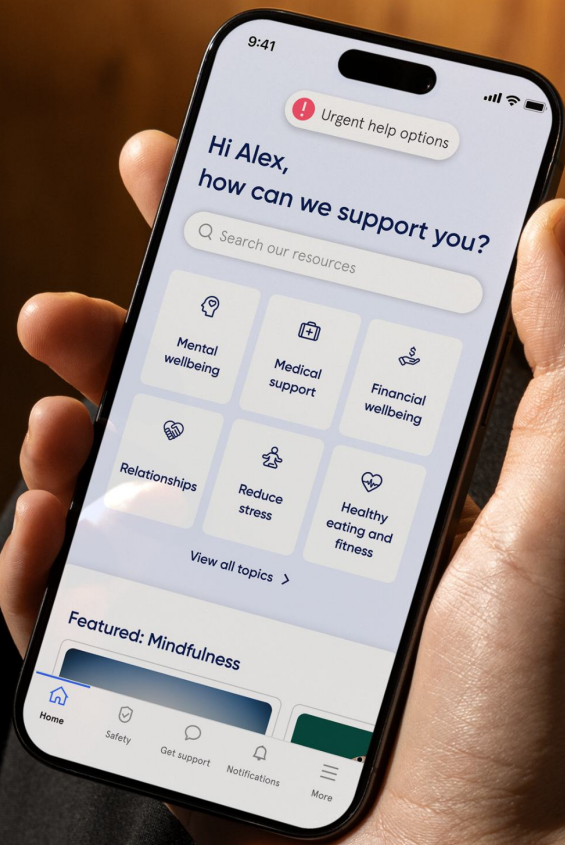
Risk tolerance is the specific level of risk taking that is acceptable in order to achieve a specific objective or to manage a category of risk. This is often specific to a certain risk.

## Risk control

A measure you put in place in order to minimise your risk.

## Residual risk

A revised risk rating which communicates the risk that remains, post implementation of control measures.



# Protect your people. Protect your business.

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